

Workplace Relationship Tips

Allegro Unity

What is working relationship?

- In the dictionary is a **relationship** with a colleague, boss or employee to have a good **working relationship** if people have a good **working relationship**, they are on good terms, and can **work** effectively together.
- Ninety-nine percent of career success hinges on your ability to [communicate](#) well, foster mutually beneficial relationships at work, and earn the respect and loyalty of bosses, coworkers, clients, and customers. In other words, it's all about your interpersonal skills and behaviors.

Importance of good Relationships in the Workplace

- **Improved Teamwork and Collaboration**
- When people know one another well, they are much more likely to work well together. Watch teams who have a new member; typically, that new member will remain somewhat isolated until everyone else gets to know her. If you have several employees who are barely on speaking terms and you throw them together into a project, it will take some time for them to break the ice and begin to work well together. Conversely, team members who already know, like and respect each other may be more willing to collaborate for the betterment of the project.

Improved Employee Morale

- Given how much time employees spend in one another's presence, the development of good relationships in the workplace can increase employee morale. Coworkers become friendly and look forward to spending time with one another while they do their jobs. This may also make work more fun for these employees with the end result not only being a more positive workplace but also improved overall morale. Conversely, a stiff and unfriendly work environment will have the opposite effect.

Higher Employee Retention Rates

- When employees feel connected to a company, whether it is because they share the same vision as the company leaders or they feel as though their fellow co-workers have become like family, they will be much less likely to want to seek employment at another company. Friendships take time to build, especially quality friendships, and the prospect of having to start all over may help convince some employees to stay right where they are.

Increased Employee Productivity

- All of these elements add up to one common result: happy employees who are naturally more productive. Overall, while you may have some issues with employees becoming too friendly and wasting time together, a happy and well-adjusted workforce is a productive one. By feeling more connected to their place of employment, workers naturally want to try harder to help keep the company going and to help it grow.

Why good working relationships are important to your mental health

- **Relationships at work**
- We spend a lot of our time at work. Getting on with people there makes work a better place to be.
- Our relationships at work can have an impact on job satisfaction, learning and using our skills, staff turnover, morale, taking time off, and even our quality of life(1).
- It's also important for team work. If you respect and understand the other people in your team you'll value their opinions and take the time to consider them. That makes for a more productive and positive workplace.
- All of this can have an impact on our mental health. Stress and mental ill-health are among the biggest causes of absence from work(2), so that's no small problem.

Looking out for your colleagues

- As well as looking after yourself, building good relationships is also about making sure your colleagues are doing well.
- [Power of Okay](#) campaign. Simply asking if someone is okay can make a big difference to their day. It shows that you are there for support, if they're having a hard time. It's about getting people to feel comfortable talking about their mental health, without worrying that they'll be stigmatized.

Talking to your boss

- Having a good relationship with your boss is important too. It helps to feel you can trust them and speak honestly about the pressures of work.
- **Fostering Relationships within the Workplace**
- Here are 13 behaviors to practice. If you can master these over the course of the next year, your career will take a giant leap.

- **1. Confront thoughtfully.** Sometimes you want to confront another person about a disruptive behavior, for example, or a performance issue. Many people never learn how to give feedback well, whether positive or negative. Learn best practices in giving feedback.
- **2. Don't assume.** Assumptions are one of the many culprits in workplace misunderstandings, lost sales, and failed business negotiations. Try to come to every interaction with open eyes and an inquisitive mind. Don't guess what the other person thinks or wants. Learn to love the question, “Why?”

- **3. Pay attention to culture.** Pay attention to what is acceptable in your environment and what is not. Many people think they are doing the “right” thing but find themselves in trouble because they didn't pay attention to the cues about values in their organization's culture.
- **4. Stop fixing others.** It's often easier to see others' flaws and missteps than our own. We can identify how others can avoid getting into trouble with a few simple tweaks of their behavior. Instead, focus on yourself and let others make their own mistakes.

- **5. Avoid difficult people.** There will always be difficult coworkers, but you don't have to constantly engage with them and get stressed out by them. You can stay away from them, but you can also use their behaviors to learn more about yourself. Also, keep in mind that “difficult” isn't always “bad.”
- **6. Become a better communicator.** Many hard-working employees find that just doing a good job isn't enough. You also need to learn how to be observant, learn from others, and modify your approach to increase understanding and communication. Commit to working on your communication skills.

- **7. Don't interrupt.** Here's an easy way to improve all your interactions. Let the other person finish her thought. This means not interrupting, adding commentary, or giving feedback until she is has finished talking or asking a question.
- **8. Be an interested observer.** Learn by watching others' reactions. You'll observe “helpful” people, “I feel sorry for myself” people, and “giving” people, to name a few types. Now watch yourself. Do you also react as a “type” instead of as an objective listener?

- **9. Broaden your horizons.** Think about the process that goes on inside our heads. We observe what's going on around us, we filter it, and then we label it. We self-talk and lull ourselves into a state where we really believe our labels are the truth. Open your mind and stop making the world only about you.
- **10. Commit to change.** In the coming year, vow to identify the communication patterns that cause the most problems in your career and workplace relationships. Then make a conscious effort to correct them.

How to build relationship with colleagues

- Following are the tips on relationship to know your professional colleagues better and building a good bond with them:
- **Get to know your team mates:**
- One good thing about spending time at your workplace is you get to know your co workers differently. You get to spend equal time with all of your team mates, which in turn add on to the quality of working together.

- Always, take time to know your team mates better, you never know, what common interests you both would share, inside and outside of work.
- For an introvert, it is next to impossible to share everything with a complete stranger. In such cases, give time and space for one to blossom, so that when the awkward period is done, you can easily start communicating with your team mates.

2. Look out for a common interest:

- One good and easy way for building positive relationships with office colleagues is **looking out for a common interest between you all**. There might be several instances where two persons clicked instantly just because of their interest in a particular thing. Such things are likely to happen quite a lot if you openly communicate with your counter parts. For this, you need to have an open mind, free of stress and tension.

3. Work to not earn, but to build trust:

- This is no vague statement, but a truth of life, which most people tend to wipe out. People are tending to working endlessly for hours and hours because ultimately it's the money and hard work that pays off.
- Yes, it is absolutely true. But then there is an addition to it. One must work not just to earn money, but to earn the trust of their co workers. One should learn to build a trust between co workers and there should be a positive environment within the work place.
- Trust is the basic foundation of any relationship to grow and blossom. It is the first level of a healthy relationship. Hence, one must learn to trust, even with the ones whom you find it to be difficult.

4. Speak positively:

- This is not in context just with your behavior, but also with the co workers you tend to work with. You must speak positively about others, especially about your co workers, with all of them, including your boss. This brings positive vibes in the workplace and the ones who are cruel enough also tend to melt after listening to your appraisals and compliments.
- A person must know how to tactfully [handle crucial situations](#) and thus, bring joy and trust amongst the workplace. Provide quality feedback about everyone . This will regain the quality of relationships and thus help to strive for a much healthier environment in the workplace.

5. Support other people's work:

- This is the major key to success whilst building strong relationships. One must know how to effectively handle and prosper out of this situation. Whilst at work, one must appreciate and compliment other people's work, be it a bad one or a good one. This encourages the other person in knowing you a little more and hence will add on to the effectiveness of one's relationship at work.

6. Be positive:

- Positivity is something every person should wear every day. It is something which lightens up your inner soul and your inner decisiveness to be bright and excel in every god damned thing that comes in your way.

7. Introduce yourselves on social gatherings:

- This is the easiest way to build a relationship with anyone. All you need to do is attend a social gathering and the rest would be done on its own. At social gatherings, the mood is usually jolly and entertaining, adding on to your requirement of bonding with someone.

8. Avoiding Cliques:

- This is one thing that every individual working in a firm must know. Avoiding cliques not just helps the entire firm to glow and blossom, but it also helps the firm to be known as a family, and nobody would dare to cause harm to a family full of positivity.
- Branch yourself, hang out with each and every one possible, share your knowledge with all. Do not corner yourself

9. Do not ever complaint to the head:

- Stop cribbing, as it is mentioned earlier. Once you start cribbing about a certain person in the company or about a certain issue, you would suddenly find yourself in the fist of being hated. **“Mom, mom, look, and this so and so person are not being nice to me.”** Although, it would not exact sound like this, but trust me, the head of the department would feel like a 5 year old kid is complaining about another 5 year old kid.

10. Be honest:

- An advisable tip to know your colleagues better is to be honest and communicate freely with them. An open mind and an open heart is the key to success. Honest people are more likely to develop greater relationships with people as compared to those who are totally not honest or less honest.

11. Write thank you notes:

- Thanking people out of generosity is the most courageous and applaudive way of building a relationship. Look out for instances wherein you can see a spark of bond between you and your co workers. Initiate them in helping you, indulge them in big projects, give them recognition, and credit them. Saying thank you will definitely bring a bond sparkling between you and your co workers on an intra personal level. This will help the co workers to help you in future assignments, which will in short, add on to their benefits of the company/ firm where you are working at. Appreciate and show gratitude to your co workers. Demonstrate them in an acceptable way.

Conclusion:

- Having friends at work also helps to overcome the load of pressure amounting to your work which in short leads to deficiency in the good work quality. Building healthy and good working relationships with colleagues will open doors to career advancement, key projects and raises in the job position.
- It allows the ones who are working over you to know that you are capable of dealing with any situation and knowing your co workers well, thus adding on to the positive work empowerment and job quality.
- If you are happier and merrier in your work place, then nothing can stop you from being happier outside of work. Set your limits and go on in knowing your counter parts as well!